

INDIVIDUAL CHART ANALYSIS OF FY 77 PDP

Chart IA - "GS-15 - GS-17 and SPS Positions Expected to Become Vacant"

Comment:

25X1 In FY 76 the [] executive vacancies occurring in the Agency exceeded the estimate for the year by [] an 18% increase over projections. 25X1 This is noticeably lower than the nearly 40% increase over projections reported for FY 75. The E Service missed their estimates by 65%, DDS&T by 27%. DDO and DDA were approximately the same as the Agency percentage and the DDI with a 4% margin was significantly lower. It is interesting to note that in FY 76 the projected vacancies for FY 77 and FY 78 were [] respectively. This year, FY 77, the projections for those same years are [] or a combined increase of [] 25X1

25X1 N.B. IC Staff data is included in the FY 76 goals and achievements on these charts. It is excluded from subsequent year projections.

Chart IB - "Career Service Breakout by Fiscal Year of Expected
Executive Vacancies"

Comment:

This is a comparative chart, in gross numbers, of the Career Service estimates of executive positions becoming vacant in FYs 77, 78 and 79. It was reported in the comments for Chart IA that between FY 76 and FY 77 there was an increase in the projections of FY 77 and FY 78 vacancies of 148. Of that increase 66 occurred in the DDO, 47 in the DDA and 41 in the DDS&T, the DDI had no change and the E Service lowered its estimate by 6. Over the three year period the percent of total vacancies projected in the DDS&T, DDA and E Service remain approximately the same as the three year projections made in FY 76. The DDO and DDI, however, project somewhat lower percentages of total vacancies for the FY 77 - 79 time span vs the 76 - 78 time span. The DDO estimate is down 15% and the DDI down 12%.

Chart IIA - "Officers in Grades GS-13 - GS-15 Identified for Executive Developmental Assignments and Training"

Comment:

25X1 The second line on this chart reports the Agency achieved
83% of its FY 76 goal for placing officers on the Developmental Roster
25X1 in developmental situations. In FY 75 the overall achievement was 78%
25X1 of the goal. Almost all of the gain came at the GS-13 level which
increased from 69.3% achievement in FY 75 to 83.4% in FY 76. This
chart reports that [] individuals were given some type of developmental
experience in FY 76. It is noted, however, that Chart VI on page 10
reports there were only [] developmental experiences in FY 76, a
difference of []. The Career Service reports indicate the major part
of this discrepancy occur in the DDO report. However, as Career
Services may provide several developmental experiences to one individual
on its Roster and none to others, only name listings can verify the
report for any one of the Services. This is a matter that could be
clarified in discussions with the individual Career Service Heads.
The DDA was consistently higher than the other Services in achievement
at each of the three grade ranges.

Chart IIA - "Supplement"

Comment:

This chart reflects the composition of dynamics between the Developmental Roster for the three year span of the FY 76 PDP and the three year span of the FY 77 PDP. The number of officers selected for executive development increased from [] in FY 76 (line 1) to [] in FY 77 (line 2), an increase of []. The GS-13 group on the Roster increased by [] the GS-14 by [] and the GS-15 by [] of these GS-15s were in DDS&T. The greatest overall increase within a Career Service was in the DDS&T which reports an additional [] over the FY 76 total.

25X1

25X1

25X1

25X1

Chart IIB - "Career Service Breakout of Developmental Roster"

Comment:

This lists the gross numbers of officers identified by the respective Career Services for executive development in the FY 77 three year planning cycle. As noted on the previous chart, the DDS&T had the largest increase in this group, but the DDO and DDA also reflect a substantial increase with additions of respectively. Only the E Service decreased its number, but only by 5. (The IC Staff is not included in the projections of the E Service.)

25X1

Chart IIIA - "EEO Statistics; FY 76 Goals and Achievement"

Comment:

This chart is an evaluation of the achievement of FY 76 EEO goals. The Agency goals were met for all grades except GS-13 Blacks and women and GS-14 Hispanics. The Career Services were relatively uniform in achieving these goals.

Chart IIIB - "EEO Statistics; Projections for FY 77, 78 and 79"

Comment:

To provide the analysis of the data on this chart, we have used FY 76 APP EEO reports. As of 30 June 1975, Blacks represented 0.8% of all GS-13 - 15 professionals in the Agency. The FY 77 PDP lists ☐ Blacks in the development roster, or 1.1% of the total officers in the program. In FY 76 there were ☐ or 1.5% of the program and in FY 75 there were ☐ or 2.1%.

As of 30 June 1975, women represented 6.7% of the GS-13 - 15 professional population. There are ☐ women on the FY 77 development roster, or 6% of the whole roster. In FY 76 there were ☐ or 6.3% and in FY 75 there were ☐ or 8.3%. As of 30 June 1975 the Asian Americans represented .6% of the GS-13 - 15 professional population and the Hispanics represented .55%. The FY 77 Developmental Roster reports ☐ Asian Americans for .33% and ☐ Hispanics for .46% of the PDP roster. In FY 76 the percentages were .08 and .84 respectively.

The above indicates that Blacks are included in the Program at a higher percentage than their percentage of population. Women and other defined minorities are being included at basically the same rate as they are a percentage of the applicable population. Again a name check would be required to verify that PDP is being equitably applied to women and minorities.

Chart IV - "Executive List"

Comment:

This chart reports the number of GS-15 - GS-17 and SPS officers who are judged to be fully qualified executives and have been identified as candidates to fill executive vacancies. For each fiscal year reported here, there has been a significant increase in the respective numbers from the FY 76 report. For the current fiscal year the increase is [] over the FY 76 report and for the combined three year period the increase is []. The percent of increase was uniform through the Career Services. The increases seem rather large and raises the question of what the cause might be. It may be that the training and or assignments of some of the [] GS-15s reported on line two of page three ('76 Implementation of Plans) has resulted in producing fully qualified executive officers in this one year. Again, this question can only be answered by reviewing the name listings and discussing the situation with the responsible managers.

25X1

Chart V -"Sources of Candidates"

Comment:

This chart is designed to reflect the sources from which the "fully qualified officers" on the Executive List, Chart IV, were selected. It is evident from the numbers, however, that other officers have been included as the numbers here greatly exceed the Chart IV report. We have checked with the Career Services and have been advised that all candidates for executive vacancies are included on this chart, thereby including GS-15s or 14s who are still in developmental status and possibly others not identified in PDP. The number of "fully qualified officers" from Chart IV are indicated in the total column in parenthesis. There is no report of the actual FY 76 Executive List. A review of the name listings and discussions with the Heads of the Career Services would be necessary to determine the officers on the Executive List not yet fully qualified or perhaps not actually identified as a PDPer.

It is evident the number of qualified executive officers is less than the anticipated vacancies. Total clarification of this situation would require discussion with the responsible managers.

Chart VI - "Training"

Comment:

The discrepancy between line two of this Chart and line two of Chart IIA was discussed in the comments on Chart IIA. The significant point on this Chart is that for FY 77 and 78 the number of developmental experiences list on this Chart very nearly equal the number of individuals identified on the Developmental Roster for the corresponding years. For FY 79 the development plans fall considerably. While projecting these years in advance may be difficult, there is a core of management courses as well as types of developmental assignments which should be programmed to the extent of at least one experience for each officer. Here again, however, without the lists, we are unable to determine if the programmed development is adequate or satisfactory for each officer concerned for each year indicated.